United States Army Human Resources Command

HRC-ST. Louis
IET 2004 CONFERENCE

Enlisted Personnel Management Directorate

The Nations Premier Human Resources Provider

SFC White, AHRC-EPH-D, 314-592-0365

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Initial Entry Training Team
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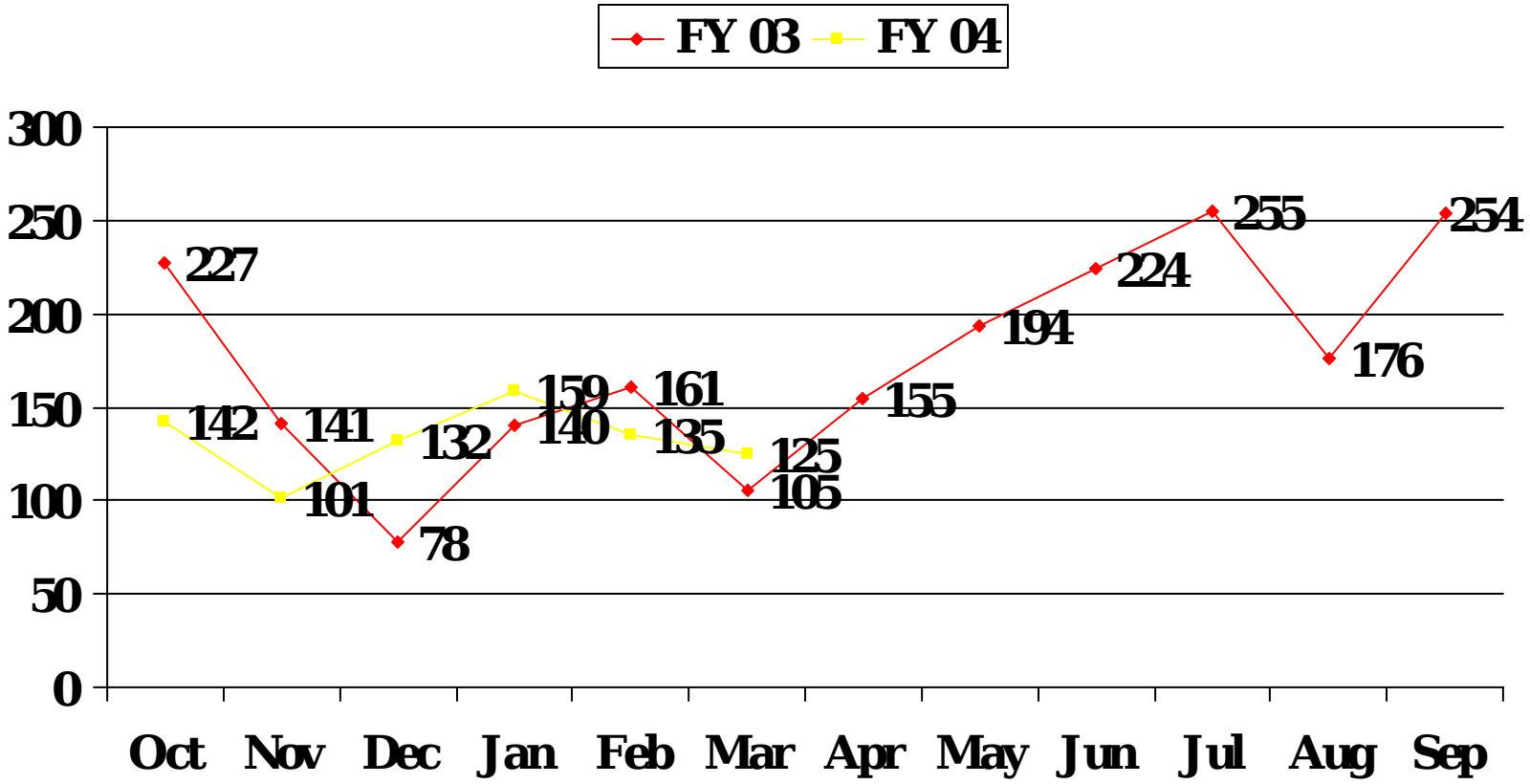

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HERE WE ARE

- **Based on figures from your reports to TRADOC, we estimate 10% of all Reserve Soldiers require assistance from Liaison NCOs.**
- **With your assistance, HRC-STL has handled 794 cases from 1 Oct 03 – 1 April 04.**
- **We collectively managed 862 cases last FY from 1 Oct 02 – 31 Mar 03 at this date.**
- **Our estimated caseload for FY 03 was 2200. Completed 2110.**
- **Our estimate for FY04 is 2000 cases.**

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ACADEMIC FAILURES

- **Academic failures continue to cause difficulties for LNCO.**

REASON FOR ACADEMIC FAILURES

- **Soldiers reporting to training not medically qualified must be involuntarily reclassified.**
- **Soldiers not meeting academic requirements in class.**
- **Soldiers without driver license for MOS'S that require a driver license.**
- **Soldiers who decline PSSP/Security Clearance.**
- **All reclassification activities must be forwarded in writing to HRC-STL faxed or e-mail by LNCO.**

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PROCEDURES FOR ACADEMIC FAILURES

- **Will <u>attempt</u> to keep Soldier in same unit.**
- **Will <u>attempt</u> to verify needs of unit from UA/PSNCO at unit.**
- **Vacancies sought from REQUEST System and unit structure.**
- **Will give Soldier as many choices as possible for new MOS.**
- **Will offer MOS from another unit as last resort.**
- **ATRRS reservation made using “TA” screen by training site operator, or HRC-STL.**
- **HRC-STL will provide memo advising LNCO of approval prior to action.**

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RELOCATION

- **Will continue to work relocations during the peak time but it will be low priority.**
- **Will require a letter from the Soldier with new address and telephone number.**
- **HRC-STL will provide memo advising LNCO of approval to ship the Soldier to new home address.**

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REFRAD

- **Training Sites are authorized to release Soldiers with an MRD from Active Duty during June - August 2003 without calling HRC-STL on each one. (only if MRD is annotated on their orders).**
- **Forward REFRAD packet including Memo, IADT Order, and supporting documentation (statements, transcripts, etc.) to HRC-STL as rapidly as possible after release to:**

Commander, HRC-STL
ATTN: AHRC-EPH-D
One Reserve Way

St Louis, MO 63132-5200

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REFRAD (con't)

- **Emergency cases may require faxing for immediate action to (314) 592-0437.**
- **HRC-STL will notify MEPS, RRC, Unit, and Liaison NCO, if future training is reserved in ATRRS via the standard REFRAD approval memo.**
- **All Soldiers departing will be REFRAD without future training reserved except on a case by case basis. MEPS will schedule Soldiers for future training.**
- **REFRADs for medical will not be considered except on a case-by- case basis and will not be released without a completed Line of Duty and LOI.**

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REFRAD (CON”T)

- **REFRAD for employment conflict will not be considered unless documented by civilian employer in writing.**
- **REFRAD for personal hardship requires documentation from Red Cross, Minister, Chaplain, Social Service Worker, or Psychologist. Other documentation may be considered on case-by-case basis.**
- **REFRAD will not be considered for delays between Basic and AIT if the delay is less than 90 days.**
- **Security Clearance REFRAD must consider possible long-term investigation for certain MOSs. Severe cases may require renegotiation to new MOS.**

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REFRAD (con't)

- **No REFRAD for college attendance unless soldier is full scholarship (with documentation showing when Soldier enrolled in college, amount of scholarship, statement that the school will not allow late enrollment). Even with the documentation we call the college to verify there is no way the Soldier can use his scholarship for the next semester.**
- **Must be approved by HRC-STL.**

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DELAYED ENTRY INTO IADT

References: AR 601-25
USAREC Reg 601-96

- **College**
- **Temporary medical disqualification**
- **High School non-graduate/summer school**
- **Extreme Personal Hardship**
- **Pregnancy after enlistment**
- **MOS Course Date**
- **Security Clearance**

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OVERWEIGHT

Reference: AR 601-25, PARA 5-1A(3)

“Individuals may not be delayed for temporary medical disqualification based solely on not meeting the procurement weight standards in AR 40-501. (For disposition of enlisted members, see AR 135-178, Chapter 8.)” Entry Level Separation required.

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RENEGOTIATION OF CONTRACT

Reference: USAREC REG 601-96

- **From Standard to Alternate (SPLIT)**
- **From Alternate to Standard**
- **Renegotiation of MOS**
  - **Unit inactivated, moved or MTOE change**
  - **Soldier moved prior to reporting to AIT**
  - **Medically Disqualified**
  - **College/Employment (are considered on a case by case basis)**

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Recurring Challenges

- **Incorrect AIT report date on PH2 Split Option Soldiers.**
- **Incorrect MRD on PH1 Split Option Soldiers.**
- **ACASP orders without sufficient training weeks for BCT/MOS.**
- **Soldiers shipped without/operators license/expired license**

non high school graduates/without appropriate security clearance

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Recurring Challenges (cont.)

- **Training reservations in REQUEST, not ATRRS.**
- **Soldiers being told they will be released from training for college or being told they will return in time for school/ST02 Soldiers are not guaranteed a return date.**
- **Soldiers held over indefinitely for medical reasons.**
- **Future training seats for previous year REFRADs.**
- **Soldiers reporting for Basic/AIT Pregnant.**